



# DEPUTY EXECUTIVE DIRECTOR



## A UNIQUE OPPORTUNITY

The Sacramento Area Flood Control District (SAFCA) is seeking a collaborative, experienced and team-oriented management professional to serve as its Deputy Executive Director. This newly-created position affords a seasoned engineering professional the opportunity to join a dynamic Management Team committed to preserving the health, safety and welfare of Sacramento area residents while contributing to the region's quality of life.





## ABOUT SAFCA

SAFCA was formed in 1989 to address the Sacramento area's vulnerability to catastrophic flooding. This vulnerability was exposed during the record flood of 1986 when Folsom Dam exceeded its normal flood control storage capacity and several area levees nearly collapsed under the strain of the storm. In response, the City of Sacramento, the County of Sacramento, the County of Sutter, the American River Flood Control District, and Reclamation District 1000 created SAFCA through a Joint Exercise of Powers Agreement to provide the Sacramento region with increased flood protection along the American and Sacramento Rivers.

The major levees protecting Sacramento are part of a system of federally authorized and State of California authorized levees and reservoirs which protect the flood-prone lowlands of the Sacramento Valley. Improvements to this flood control system are typically cost-shared with both the Federal government and the State of California in an evolving partnership framed by Federal and State laws. Typically the Federal government contributes up to sixty-five percent of project costs, leaving the remaining thirty-five percent to the non-Federal sponsor, which in the Central Valley, is the State of California Central Valley Flood Protection Board (CVFPB). The State contributes up to seventy percent of the non-Federal share, leaving thirty percent for the local sponsor, such as SAFCA. Thus SAFCA's cost sharing obligation for Federally authorized and State

authorized projects is approximately ten and one-half percent (thirty percent of the thirty-five percent non-Federal share). Federal and State authorizations and appropriations, as well as a framework of Federal and State laws dictate to a large extent how SAFCA's flood control system improvements are planned, permitted, designed, constructed, and operated.

SAFCA's activities are funded from annual assessments imposed on benefiting properties in two overlapping districts in Sacramento and Sutter Counties, and development impact fees. District 1, established in 1990, provides funding for operation and maintenance expenses in the Natomas Basin, including those lying within Sutter County, and all properties in Sacramento County lying in the drainage basin of the American River. The Consolidated Capital Assessment District, established in 2007, provides funding for capital improvements to the levees protecting Natomas and North Sacramento, Folsom Dam, the levees along the American River, and the levees and related flood control facilities along Morrison Creek and its tributaries in South Sacramento County.

SAFCA is governed by a 13-member Board of Directors who are appointed by the member agencies. The Board meets monthly. The Board appoints the Executive Director who serves as the Agency's Chief Executive Officer and directs a staff of 14.

**For more information,  
please refer to the  
SAFCA website at:  
[www.safca.org](http://www.safca.org)**

## Mission Statement

*To reduce flood risk, thereby minimizing the impacts of floods on human safety, health, and welfare; and, consistent with these flood risk reduction goals, to preserve and enhance the environmental and aesthetic values that floodways and floodplains contribute to the quality of life in the Sacramento region.*

## THE SACRAMENTO AREA

The Sacramento area has been one of the fastest growing regions in the country. The metropolitan area, consisting of Sacramento and parts of Yolo, Placer, El Dorado, Sutter, and Yuba Counties, has a population of nearly 2.0 million, with 460,000 residing within the Sacramento city limits.

Sacramento has been called a snapshot of Wild West history in a modern, world-class city. Peacefully located in a leafy valley of scenic rivers and canopies of trees, today's Sacramento is a cosmopolitan convergence of tall, gleaming buildings, hearty Victorians, splendid restaurants and shops, and a vibrant arts scene. Annual events held in California's Capital include the Jazz Jubilee, California State Fair, California





International Marathon, Summerfest, Festival de la Familia, Pacific Rim Streetfest, Mardi Gras, Juneteenth Celebration, Bridge to Bridge Waterfront Festival, Pan Pacific Masters Games, Gold Rush Days, Grape Escape, Salmon Festival, New Year's Eve Sky Concert, and Holiday of Lights.

Many factors contribute to the economic success of the region. A principal reason that Sacramento has retained its attractiveness is that it offers some of the lowest housing prices of major cities in the state. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento's employment opportunities, low housing prices, reasonable cost of living, and competitive salaries. The current median home price in Sacramento County is approximately \$180,000.

For sports fans, Sacramento boasts the Sacramento Kings NBA basketball team and the Sacramento River Cats Triple-A baseball team. Historic Old Sacramento, the State Railroad Museum, Crocker Art Museum, Governor's Mansion, Sacramento Zoo, Sutter's Fort, Music Circus, Sacramento Convention Center, Golden State Museum and the State Capitol Building are other attractions located in the region.

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## CHALLENGES AND PRIORITIES

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In preparation for the recruitment of the Deputy Executive Director, the Executive Director has identified the following current issues and priorities that will require the energy, commitment and expertise of the successful candidate:

- Help guide strategic planning for the Agency; assisting the leadership team in policy formulation and subsequent execution of Agency plans and projects. Key projects include the Folsom Joint Federal Project, the Natomas Levee

Improvement Program, and the South Sacramento Streams Group Project.

- Work with numerous stakeholder groups, including member agencies, other local, regional, state and federal agencies, environmental/advocacy groups, and business and community groups.
- Advocate for appropriations and authorizations in Congress and the State Legislature.
- Represent the Agency in public forums including presentations to the SAFCA Board, the media, and the public.
- Provide ongoing leadership and support for the administration of SAFCA programs and initiatives.

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## THE POSITION

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The Deputy Director will assist the Executive Director in managing and leading the Agency, and will oversee the day to day operations/activities of SAFCA. As such, the new Deputy Director will be a proactive leader with a proven track record of achievement and well-honed skills in engineering, project management and budget management. The successful candidate will be a seasoned, professional manager with demonstrated management abilities and exceptional people skills. Strong communication skills are essential. Knowledge in the fields of civil engineering, flood management, project management, environmental sciences, public administration, and public finance is especially valuable. The ideal candidate will have the proven ability to work collaboratively with a diverse range of stakeholders. This will require the ability to be dynamic, open to new



ideas, practical, and capable of guiding projects to completion.

### Experience and Education

The successful candidate will be a seasoned professional manager with at least seven years of responsible management experience and demonstrated success in the areas of flood management or water resources management. A Bachelor's degree in engineering or related field is required.

### Personal Attributes

In addition to the experience and education requirements that are outlined above, Agency leaders have identified the following traits and competencies that the ideal candidate will possess:

- Exceptional interpersonal skills; able to work effectively and collaboratively with numerous internal and external stakeholders
- A passion for public service
- Self-starter, appropriately assertive and proactive, yet flexible
- Independent thinker with a creative problem solving approach and an eye for detail
- Maintains very high ethical standards – a person of exceptional character who naturally earns the confidence and trust of others
- Approachable, with excellent communication skills, both written and oral

- Maintains a positive attitude while being sufficiently thick-skinned to handle the rigors of the job
- Shows personal resilience – thrives in a high volume environment and willing to develop a high level of commitment to the Agency and its mission
- Embraces change; is willing to share his/her viewpoints openly and honestly. Once a decision is made, will fully support the directive and focus on accomplishing the objectives

### COMPENSATION AND BENEFITS

Supplemented by a generous benefit package, the annual salary range for this position is up to **\$165,000**. Actual salary will be dependent on the qualifications of the successful candidate. The City of Sacramento is the host agency for this position. The City's management compensation package includes the following benefits:

- Public Employees Retirement System (PERS 2% @ 55). Management employees receive an additional seven percent of base pay to offset the cost of retirement contributions into PERS
- Voluntary 457 deferred compensation plan
- 401(a) money purchase plan (City contributes four percent if employee contributes five percent)



- Flexible spending plan (medical, transit and dependent care)
- 12 – 14 paid holidays and 12 days of sick leave
- 2 weeks of vacation increasing to 4 weeks based on years of service
- 40 hours of management leave annually
- Monthly health and welfare fringe benefit up to a maximum of \$920 (can be applied toward employee's contribution for health, dental and/or short-term disability insurance)
- City contribution toward IRC Section 125 cafeteria health and welfare benefits, including medical, dental, life, and disability insurance
- Employee assistance programs
- Management employees may receive mileage allowance and technology allowance as authorized by the Executive Director

### APPLICATION AND SELECTION PROCEDURE

To be considered for this challenging and rewarding career opportunity, please submit your cover letter, resume, list of four work-related references and current salary by **Friday, March 26, 2010**. Resume should reflect years and months of positions held, as well as size of staff and budgets you have managed. Forward your materials to:



Stuart Satow  
CPS Executive Search  
241 Lathrop Way  
Sacramento, CA 95815  
Tel: (916) 263-1401; Fax: (916) 561-7205  
E-mail: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant background will be invited to participate in a preliminary screening interview with CPS by early April. The Agency will then select finalists to participate in Agency interviews in late April. An appointment is expected in May following extensive reference/background checks. For additional information about this opportunity please contact Stuart Satow.

